

May 23, 2007

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, May 31, 2007
8:30 a.m., Council Chambers
County-City Building

NOTE: SPECIAL DATE & START TIME
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A G E N D A

ITEM 1: Request to create the following classification:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>PROPOSED PAY RANGE</u>
3665	Senior Public Health Nurse	(A14) \$48,923.68 – \$65,253.76

ITEM 2: Request for appeal hearing – Charlene Wisbey — Finance/Communications.

ITEM 3: Miscellaneous Discussion.

PC: Joan Ross, City Clerk
Charlene Wisbey
Joy Shiffermiller
Don Herz
Bruce Dart

SENIOR PUBLIC HEALTH NURSE

NATURE OF WORK

This is advanced public health nursing work assessing and providing for individual needs and promoting community-wide health care.

Work involves public health nursing characterized by the responsibility to provide services to high-risk populations and independently serve as an educator, consultant, and team leader within an assigned program area. Work also includes partnering with health care teams, health care providers, administrators, and human services professionals as well as faculty and students. Employees in the classification possess a defined area of clinical or public health expertise and practice proficiently within eight domains of core competencies for public health nurses.

The position is also responsible for performing complex nursing assessments independently on an individual, family and community level and coordinating activities with other team members. Work may involve supervising and coordinating the activities of professional staff within the assigned program area in absence of the supervisor. Supervision is received from an administrative superior.

EXAMPLES OF WORK PERFORMED

Acts as a liaison with health providers and community agencies to prevent or resolve health problems in individuals, families, or populations.

Provides leadership and facilitates a team approach to case management, care coordination, referral, and follow-up to individuals and families who are members of a vulnerable population and/or high-risk group.

Organizes schedules and daily work assignments of team members in assigned programs.

Assists in the collection, analysis and interpretation of programmatic data, recommending opportunities for improvement in the delivery of health services to supervisory staff; assures accurate and timely data collections processes for team in assigned program area.

Provides training, orientation, and education to staff, students, and other professionals in the community regarding program processes, program outcomes, and public health practice.

Collaborates with community partners to promote the health of the population.

Applies basic public health sciences including behavioral and social science, nursing, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries as they relate to the provision of service in program area.

Provides input on employee performance evaluations as requested.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS.

Considerable knowledge of public health science, nursing practice and health care systems.

Considerable knowledge of the principles of disease prevention and control.

Considerable knowledge of current literature and research developments relating to public health and health care.

Considerable knowledge of the health care system structure and function (primary care services, community resources, and private providers).

Considerable knowledge of the various types of equipment and software utilized in the delivery of public health nursing services including information management systems.

Ability to establish and maintain effective working relationships with team members, partners, individuals, families and community groups.

Ability to assure accurate records reflecting health care services provided and client status in program area.

Ability to provide training, orientation, and education to staff, students, and other professionals in the community regarding public health practices.

Ability to delegate and organize assignments of team members within program area.

Ability to educate clients about complex oral and written medical instructions and behavioral change recommendations in a way understandable to the client or caregiver.

Ability to evaluate and communicate the effectiveness of program interventions including identifying, measuring, and trending goal attainment and health outcomes for individuals, families and populations served.

DESIRABLE TRAINING AND EXPERIENCE

Graduation from a baccalaureate degree nursing program (accredited by the National League of Nursing) plus considerable experience in the delivery of public health nursing services including some experience in a supervisory capacity.

MINIMUM QUALIFICATIONS

Graduation from a baccalaureate degree nursing program (accredited by the National League of Nursing) plus experience in the delivery of public health nursing services or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid license to practice as a registered nurse in the State of Nebraska.

Possession of a valid State of Nebraska driver's license when operating a vehicle is necessary to the satisfactory performance of assigned duties.

Approved by: _____
Department Head Personnel Director

5/2007

PS3665

April 6, 2007

Julie Richter,

Under Municipal Code 2.76.475, this is to appeal the termination of my employment at the Lincoln 911 Center. Termination was determined on fitness for duty. Dr Chesen's report indicated that I have a problem with concentration. At no time during my 27 years has there been any documentation to support his finding, either via EIR or supervisors evaluation. Also if this were a problem it was never brought to my attention for correction. Dr Chesen's report also indicated that my depression causes tiredness. I have been on medication to deal with my depression for over 4 years under the care of Dr Pothuloori. At no time has my supposed tiredness ever been a problem while on duty, again there is no documentation to support this finding. So on the facts, I feel that I should be reinstated

Charlene Wisbey

cc: Joy Shiffermiller Attny

Charlene Wisbey

CITY - COUNTY PERSONNEL
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CITY OF LINCOLN NEBRASKA

MAYOR COLEEN J. SENG

lincoln.ne.gov

Emergency Communications - 911

Julie J. Righter, ENP

Communications Coordinator

575 South 10th Street

Room 46

Lincoln, Nebraska 68508

402-441-7005

Fax: 402-476-0528



April 2, 2007

Charlene Wisbey
5411 Happy Hollow
Lincoln, NE 68516

Dear Charlene:

Under section 2.76.510 of the Lincoln Municipal Code, you presented for a fitness for duty examination on Thursday, March 22, 2007 with Dr. Eli Chesen, of Psychiatric Associates of Lincoln, PC.

At this time I regret to inform you that you were found unfit for duty, by Dr. Chesen. For your own safety it is important that you not continue in your present position as an Emergency Service Dispatcher II with the Emergency Communications Division of the Finance Department.

Therefore, at this time I have no option but to terminate your employment, effective Friday, April 6, 2007, with the City of Lincoln. You will receive paid administrative leave through the close of your normally scheduled shift Thursday night, Friday morning, April 5th, 2007.

I encourage you to avail yourself of the City's long term disability benefits. I also encourage you to schedule a time to review your benefits with Bill Thoreson, prior to April 6, 2007.

Should you have any additional questions, please don't hesitate to contact me.

Sincerely,

Julie J. Righter
Communications Coordinator
Emergency Communications

Don Herz
Director
Finance Department

LINCOLN

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